

ANNUAL PUBLIC FILE EEO REPORT

KVDA-DT

APRIL 1, 2012 TO MARCH 31, 2013

1. Full-time vacancies summary for current reporting period:

12 (TWELVE) INTERNAL POSITIONS WERE AVAILABLE DURING THIS TIME:

- Two (2) News Producers for KVDA
- Three (3) Account Executives for KVDA
- One (1) Audio Engineer for KVDA
- Three (3) Master Control Operators for KVDA
- Two (2) Technical Directors for KVDA
- One (1) Live Truck Operator for KVDA

2. A total of 38 interviewees were interviewed for the twelve full-time vacancies during the period of April 1, 2012 to March 31, 2013.
3. Broad Outreach Summary:
 - a. All postings were placed on Craigslist website, Texas Association of Broadcasters website and Company Website.
 - b. Postings were placed on KVDA-TV, local Radio stations like BMP Radio group & Radio Formula, local Newspapers like La Prensa as well San Antonio Association of Hispanic Journalist membership email.
4. Activities and Events in which KVDA participated as part of Broad Outreach:
 - a. December 10, 2012 – La Posada Holiday event at KVDA Studios
5. Supplemental Recruitment Efforts Include:
 - a. Career Fair April 2012: at the ITT Technical School, San Antonio. Organized by ITT.
 - b. Career Fair May 16, 2012: at the International Academy of Design & Technology (IADT). Organized by IADT.
 - c. Career Fair October 5, 2012: the first Media Communications Career Fair at San Antonio College. Met with students from San Antonio College as well as San Antonio High School students attending the Journalism Program's annual "Charting your Course" workshop to discuss career development and advise students on the personal qualities and skills required in the media industry – specifically Spanish-language television.
 - d. YELL Youth Summit Career Fair October 12, 2012: career development with San Antonio High School students interested in entering the workforce.
 - e. Station Tour for IADT Students November 27, 2012: provided students of the International Academy of Design & Technology with a detailed tour of all the station's operational departments as well as a review of responsibilities by staff position.
 - f. Establishment of an Internship Program: KVDA hosted two internship programs; one during the Fall 2012 semester and the other during the Spring 2013 semester. In the Fall of 2012, KVDA hosted 3 Student Interns. In the Spring of 2013, KVDA hosted 6 Student Interns from local Universities and Colleges. All Interns mentored by the KVDA News Director.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: NEWS PRODUCER

**Recruitment Source
That Referred**

Ultimate Hire (if Any): TAB.org, ZGS Corp Website

Total Number of Interviewees: 7

Number of Internal Applicants that were considered: 1

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: ACCOUNT EXECUTIE

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Employee Referral, TAB.org

Total Number of Interviewees: 12

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: KVDA

Job Title: AUDIO ENGINEER

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Referral-Internet

Total Number of Interviewees: 3

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: MASTER CONTROL OPERATOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Employee Referral, Freelance Employee, Walk-in

Total Number of Interviewees: 10

Number of Internal Applicants that were considered: 0

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: TECHNICAL DIRECTOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Internal Applicant, TAB.org

Total Number of Interviewees: 4

Number of Internal Applicants that were considered: 1

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
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Station: KVDA

Job Title: LIVE TRUCK OPERATOR

**Recruitment Source
That Referred**

Ultimate Hire (if Any): Employee Referral

Total Number of Interviewees: 2

Number of Internal Applicants that were considered: 0

RIGHT PEOPLE, RIGHT PLACE

Meet graduates and students of the following programs:

- h Business Management
- h Construction Management
- h Drafting and Design Technology
- h Electrical Engineering and Communications Technology
- h Electrical Engineering Technology
- h Graphic Communications and Design
- h Information Systems and Cybersecurity
- h Information Technology-Multimedia
- h Mobile Communications Technology
- h Network Systems Administration
- h Paralegal
- h Project Management
- h Project Management and Administration - Project Management and Administration
- h Project Management and Administration – Construction
- h Project Management and Administration – Information Technology
- h Software Development Technology

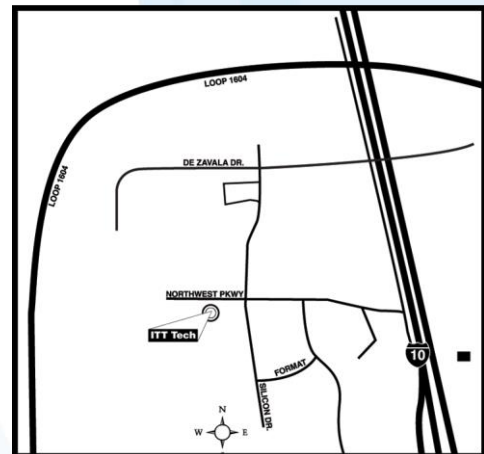
Thursday, April 12, 2012
5:00 pm - 7:00 pm



ITT Technical Institute is hosting a campus career fair, and your company is invited to attend. This is an opportunity for you to meet career-minded students and alumni who are ready to take the next step. Find out how our graduates can contribute to your company's future. There is no cost to participate.

Please RSVP to:
Kambry Hernandez
khernandez@itt-tech.edu
(210) 694-6155

5700 Northwest Parkway
San Antonio, TX 78249
(210) 694-4612 or
Toll Free (800) 880-0570



Go to programinfo.itt-tech.edu to access information on the programs of study offered at the ITT Technical Institutes ("Programs"), including, among other things: the occupations that each Program can help students prepare to enter; the on-time graduation rate for each Program; the costs associated with each Program; the placement rate for students who completed each Program; and the median loan debt incurred by students who completed each Program

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Not all ITT Technical Institutes have all six schools of study. Please refer to the particular ITT Technical Institute's school catalog for details of the schools of study at that institute.

International Academy of Design & Technology

Career Fair Invite

It is about that time again....Time for IADT's semi-annual job fair.

We know how hard it is to find great candidates and we believe we can be of some help to you. We would love to invite you to attend our job fair on **May 16th, 2012 from 10:00-2:00pm**. There is no charge for employers to attend....it is **FREE!!!** You may or may not have a current need, but our students would love to know what you may have to offer, who you are, and how they can strive to be part of your wonderful organization. In return, you get to know who we are, tour our school, and see the pride and passion that we put into every one of our students to ensure that they are employable graduates and highly skilled individuals.

We currently offer Associate of Applied Science (AAS) & Bachelor of Fine Art (BFA) degrees in the following programs:

- Fashion Design and Merchandising, AAS & BFA
- Graphic Design, AAS and BFA
- Merchandising Management, AAS - Advertising Design, BFA

Please email me if you are interesting in attending our job fair. If you are too busy as hiring managers to attend we welcome you to send an employee in your place to accept resumes or applications on your behalf.

We hope you can attend and as always lunch will be provided!

Thank you for your time and consideration,

Marina Cruz-Carlson
Career Services
210-507-5883
mcruz-carlson@iadtsanantonio.com

Cecilia Henric, BSBM
Career Services
210-507-5868
chenric@iadtsanantonio.com

International Academy of Design & Technology



YOUTH ENGAGING IN
LEADERSHIP & LEARNING

The Y.E.L.L. Youth Summit is a 100% expense free event that is made possible through generous donations and special fundraising events that give our youth of San Antonio a voice. The Youth Summit brings the community together to enlighten our youth by challenging their minds and providing them the necessary tools to become successful leaders. By instilling in them strong cultural, moral and social values, the Summit empowers them to become the VOICE for a better tomorrow.

The Youth Summit is made possible by a dedicated community of leaders eager to enlighten our youth with the proper tools for success. *Bringing together people from all walks of life, the Youth Summit challenges the bright minds of today's youth and gears them towards becoming tomorrow's leaders.*

The youth of San Antonio get the most out of the Youth Summit experience via conferences and workshops that offer great advice on choosing the right college or career path that will highlight their strengths. The summit mentality gives the San Antonio youth a reason to believe that becoming a leader within their own community is not impossible. Through youth-adult partnerships, students are given the opportunity to talk about issues that may be affecting their everyday decisions. They are coached on how to deal with peer-pressure by making the right choices.

With the right tools, the proper advice and a group of dedicated leaders backing our youth up, the "impossible" will always be a little closer.

